

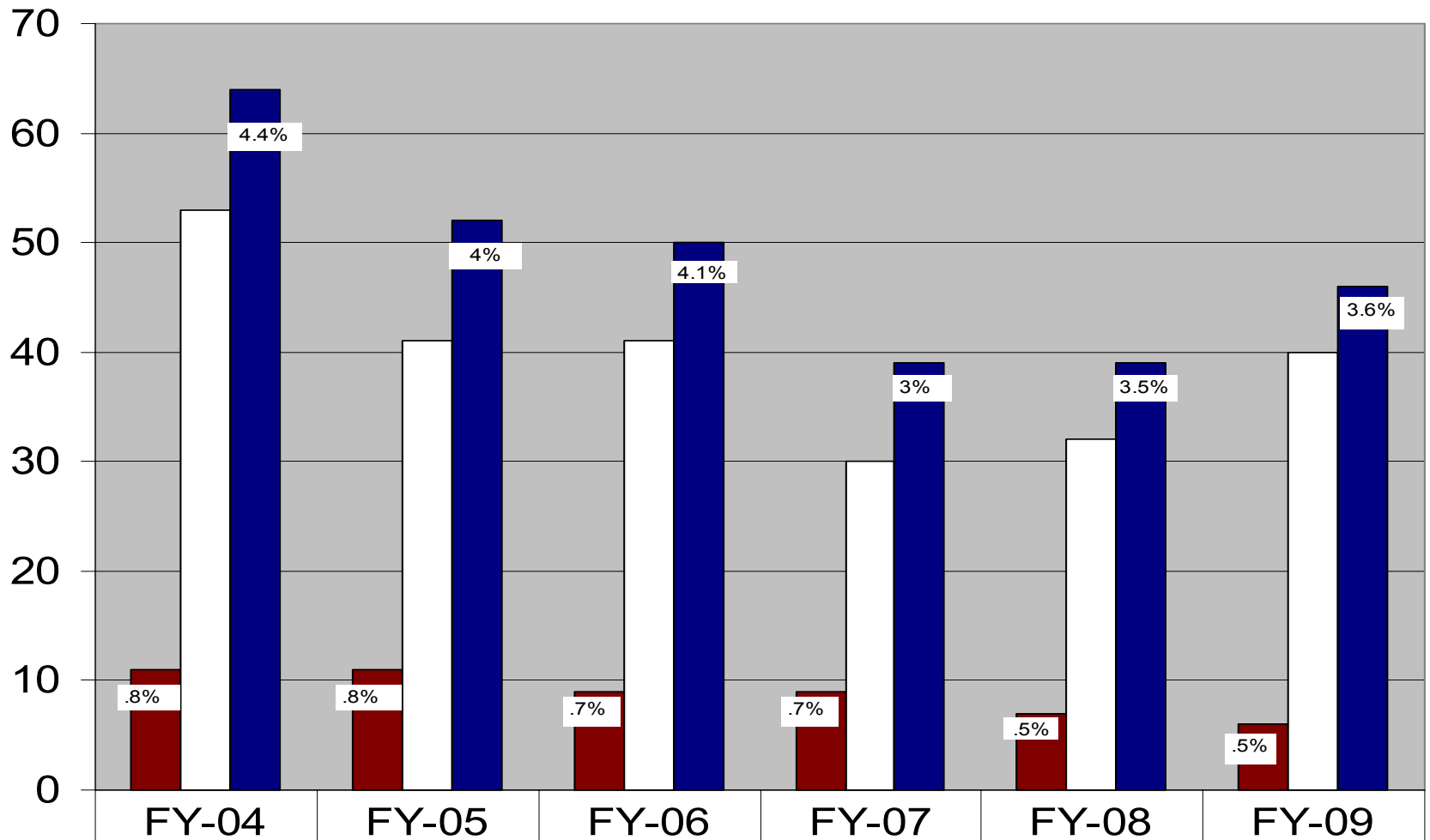
Disability Presentation

**Office of Diversity &
Equal Opportunity (ODEO)**

Disability Definition

- ❑ **A physical or mental impairment that substantially limits one or more major life activities and (1) there is a medical record of the impairment, or (2) the person is regarded as having such an impairment**

Individuals w/Disabilities



■ IWTD	11	11	9	9	7	6
□ IVD	53	41	41	30	32	40
■ Total	64	52	50	39	39	46

Individuals w/ Disabilities

- ❑ **FY-04: TD – 11 (.8%)/D – 53; Total – 64 (4.4%)
ARC: 1460 FTE**
- ❑ **FY-05: TD – 11 (.8%)/D – 41; Total – 52 (4%)
ARC: 1312 FTE**
- ❑ **FY-06: TD – 9 (.7%)/D – 41; Total – 50 (4.1%)
ARC: 1231 FTE**
- ❑ **FY-07: TD – 9 (.7%)/D – 30; Total – 39 (3%)
ARC: 1280 FTE**
- ❑ **FY-08: TD – 7 (.5%)/D – 32; Total – 39 (3.5%)
ARC: 1285 FTE**
- ❑ **FY-09: TD – 6 (.5%)/D – 40; Total – 46 (3.6%)
ARC: 1283 FTE**

Disabled Veterans

- ❑ **Total: 10 S/C disabled veterans (Oct 2008)**
- ❑ **7 are 30% disabled/compensable,**
- ❑ **2 are 10% disabled/compensable, and**
- ❑ **1 is a 10-point derived preference eligible.**

- ❑ **Total: 7 S/C disabled veterans (Aug 2009)**
- ❑ **5 are 30% disabled/compensable,**
- ❑ **1 is 10-point w/less than 30% disability, and**
- ❑ **1 is a 10-point derived preference eligible.**

Goals: Disability Hiring

- ❑ **Demonstrated Commitment of Center Leadership**
 - ✓ **Integration of IWD recruitment into the Center's Strategic Mission**
 - ✓ **Management Accountability**
 - ✓ **Proactive Outreach**
- ❑ **2% Recruitment of IWTD**

Myths About Hiring IWD

- ❑ **A person with a disability is likely to miss a lot of work – 86% of IWD recently surveyed rated average or better on attendance**
- ❑ **Hiring a person with a disability will require changing my workplace – Employers often cite the cost of accommodations as a barrier to hiring persons with disabilities. The vast majority of IWD currently employed require no RA whatsoever. IWD can often be accommodated as simply as moving furniture.**
- ❑ **Accommodations make it too expensive to hire a IWD – Accommodations for IWD are generally very inexpensive and are a tax credit. Furthermore, 90% of employers had no change in their insurance costs to employ IWD.**

EEO Training - National Conferences

- ❑ **EXCEL – Examining Conflicts in Employment Law**
- ❑ **SHRM – Society for Human Resource Management**
- ❑ **BIG – Blacks in Government**
- ❑ **FDR – Federal Dispute Resolution**
- ❑ **QUAD – SF/Bay area training sponsored by 4 SE Programs**
- ❑ **COSD – Career Opportunities for Students with Disabilities**

References & Resources

- ❑ **29 CFR 1630**
- ❑ **Rehabilitation Act of 1973, amended 1992**
- ❑ **Americans with Disabilities Act of 1990, amended 2008**
- ❑ **Job Accommodation Network**
- ❑ **Department Of Labor**
- ❑ **Equal Employment Opportunity Commission**
- ❑ **Office of Personnel Management**
- ❑ **US Access Board**
- ❑ **Ames Mgmt, HR, & Disability Program Mngr**